

Message Text

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PAGE 01 STATE 058570
ORIGIN IO-14

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FM SECSTATE WASHDC

TO USMISSION USUN NEW YORK IMMEDIATE

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FROM UNA

FOL RPT JOHANNESBURG ACTION SECSTATE INFO CAPE TOWN PRETORIA
DURBAN 7 MAR 78 QUOTE

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CAPE TOWN FOR EMBASSY

E.O. 11652: N/A

TAGS: ELAB, EINV, SF, US

SUBJECT: EMPLOYMENT PRACTICES SURVEY

REF: STATE 057115

1. FOLLOWING IS TEXT OF LETTER SENT TO 18 FIRMS IN
JOHANNESBURG AREA BY CONGEN INVITING THEM TO PARTICIPATE
IN EMPLOYMENT PRACTICES SURVEY. LETTER FOLLOWED-UP BY
TELEPHONE CONTACT AND PERSONAL VISITS. IN CAPE TOWN
INITIAL CONTACT WITH 14 FIRMS WAS BY TELEPHONE FOLLOWED
UP BY PERSONAL VISITS. DURBAN IS SENDING SEPARATELY TEXT OF
LETTER WHICH IT USED FOR INITIAL CONTACT WITH 9 FIRMS.

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2. BEGIN QUOTE: DEAR (NAME OF MANAGING DIRECTOR):
THE GOVERNMENT OF THE UNITED STATES HAS CONSISTENTLY
MAINTAINED, OFTEN IN THE FACE OF HARSH CRITICISM, THAT U.S.
FIRMS ARE AMONG THE MORE ENLIGHTENED EMPLOYERS IN SOUTH
AFRICA. IN VIEW OF THE CONTINUING NEED TO ACCUMULATE
DATA WHICH CAN DEMONSTRATE THE EXTENT THIS CONTINUES TO

BE TRUE, WE ARE ASKING A REPRESENTATIVE SAMPLE OF US
SUBSIDIARIES TO REPLY TO THE ATTACHED QUESTIONNAIRE.

PARTICIPATION IS VOLUNTARY. WE DO NOT PROPOSE TO
IDENTIFY ANY OF THE RESPONDEES IN THE STATISTICAL DATA
WHICH WILL BE DRAWN FROM THIS SURVEY.

FRANK GOLINO, OUR REGIONAL LABOR AFFAIRS OFFICER,
AND I WOULD LIKE TO MAKE A PERSONAL VISIT TO YOUR FACILITY
IN ORDER TO DISCUSS THE QUESTIONNAIRE AND GAIN A FIRST-
HAND KNOWLEDGE OF YOUR CURRENT OPERATIONS. IF AGREEABLE
TO YOU, I WILL TELEPHONE YOUR SECRETARY IN THE NEAR FUTURE
TO REQUEST AN APPOINTMENT TO COME TO SEE YOU.
SINCERELY, W.M. JOHNSON, CONSUL GENERAL. END TEXT.

3. FYI: FOLLOWING ARE COUNTRY TEAM AGREED TALKING POINTS
USED DURING PERSONAL CALLS: BEGIN QUOTE:

A. EXPLAIN THAT VISIT IS IN THE CONTEXT OF CONTINUING
USG POLICY OF URGING IMPROVED LABOR PRACTICES (STATE 226461).

B. WE HAVE ALWAYS STRESSED THE VOLUNTARY NATURE OF THE US
GUIDELINES. HOWEVER, TO GIVE CREDIBILITY TO THIS APPROACH,
WE ARE OBLIGATED TO SURVEY US FIRMS' LABOR PRACTICES FROM
TIME TO TIME TO MEASURE THE PROGRESS BEING MADE.

C. PROVIDE ASSURANCES THAT INFORMATION WILL NOT BE RELEASED
WITHOUT THE FIRM'S PERMISSION.
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D. POINT OUT THAT SINCE THE QUESTIONS ARE NOT NUMEROUS
AND ARE STRAIGHTFORWARD, THEY SHOULD FIND THE QUESTIONNAIRE
RELATIVELY PAINLESS AND NOT TIME-CONSUMING. ASK THAT
THE QUESTIONNAIRES BE RETURNED, IF POSSIBLE, BY APRIL 15.

E. POINT OUT THAT USG HAS CONSISTENTLY MAINTAINED, OFTEN
IN THE FACE OF HARSH CRITICISM, THAT US FIRMS ARE AMONG
THE MORE ENLIGHTENED EMPLOYERS IN SOUTH AFRICA. EXPLAIN
WE NEED TO ASCERTAIN TO WHAT EXTENT THIS CONTINUES TO BE
THE CASE GIVEN THE IMPROVEMENTS WHICH VARIOUS OTHER FIRMS
ARE MAKING.

F. HAVE ON HAND FOR REFERENCE COPIES OF THE 1973 DEPARTMENT
OF STATE GUIDELINES ON EMPLOYMENT PRACTICES OF US FIRMS
IN SOUTH AFRICA. END QUOTE.
JOHNSON

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Message Attributes

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